

Coaching Stems to Stimulate Honest Coaching Conversations

Paraphrasing

- So....
- Let me make sure I understand...
- In other words...it sounds like...

Clarifying

- Could you tell me more about...
- Tell me what you mean by...
- Could you give me an example...
- How is that different from....

Interpretation

- What you are describing could mean...
- Could it be that what you are saying is...
- Is it possible that...

Meditational

- What criteria do you use to...
- What might happen if.....**we look at the new Scoring Guide and focus on Leadership and Commitment, feature #1 of the DSSP/ISSP to evaluate the strength of our leadership team?**
- How would it look...
- What is the impact of...on students...

Instructional

- Would you like more information; to review some options; some resources...
- A couple of things to keep in mind are...
- Research seems to indicate...
- Sometimes it is helpful if.....**we identify the practices we have in each tier to help us determine why the data looks the way it does....lets complete the Audit of Practices that is in the Implementation Workbook section of the new Systems Coaches Manual.**

Summarizing

- You have stated that your goal is...
- Let's review the key points in our discussion...
- Tell me your next steps...
- So this is your homework...

Transformational

- Let's try a role-play...
- Ground that assessment for me...could you make a different assessment...
- How could we turn that rut story into a river story...
- What new "way of being" are you willing to try out...